



# FAQs

## FOCUS Training - General

### ***Who is FOCUS Training?***

FOCUS Training is a leadership development company headquartered in Milwaukee, Wisconsin. For over 25 years, we have partnered with schools, districts, and educational grants to expose students to leadership and improve college access. Our team of diverse facilitators deliver programs through the experiential learning method.

### ***What does the career path look like for a FOCUS Trainer?***

Trainers begin their journey with FOCUS by going through a train-the-trainer boot camp, then working side by side with Executive Trainers. Intern Trainers have the opportunity to certify as a Contracted Trainer after their internship period.

### ***What does FOCUS actually train?***

The four core leadership competencies FOCUS delivers programs on are team building, effective communication, vision and goal setting, and professionalism. Additionally, we emphasize college and career readiness and success skills.

### ***What type of work environment is FOCUS?***

FOCUS Training works in many different types of environments, as we travel to clients in all 50 states to deliver programming to their students. We've facilitated workshops in schools, convention centers, and anywhere in between. Internally, we are a friendly team that cares for each other as much as the work we do. We have a high-feedback culture to promote continuous improvement and to ensure we are delivering high-quality programs.

## Internship Details

### ***What skills or qualities are expected of interns?***

In addition to facilitation or public speaking experience, important skills that successful FOCUS Intern Trainers have are professionalism, adaptability, being open to feedback, and positive attitudes.

### ***How many interns does FOCUS hire each summer?***

FOCUS takes into account the anticipated need for that given season and the quality of candidates to determine the amount of interns hired. Interns can expect to work on a team of between 4-8 interns, typically.

### ***When does the internship start?***

Every summer internship session is kicked off with a train-the-trainer Boot Camp in Milwaukee, WI. All interns hired are required to attend Boot Camp, which takes place over 5 days toward the end of May. All flights, lodging, and meals are paid for by FOCUS Training for Boot Camp.





## Internship Details, *cont'd*

### ***How are interns trained?***

At Boot Camp, Intern Trainers will have the chance to bond with each other and the full-time FOCUS team, while being taught facilitation techniques, some of FOCUS's signature workshops, and the ins and outs of being a FOCUS Trainer. Executive Trainers will offer real-time feedback and support while interns learn and practice activities.

### ***How do interns receive college credit?***

Interns should make sure to follow the proper channels to log internship credit hours for their college or university. A FOCUS intern manager will sign the necessary paperwork upon completion of the internship period.

### ***Do interns have to commit to the entire summer or can interns do a half-session?***

The FOCUS Training summer internship is a 6-week commitment. Due to the traveling nature of the internship and the corresponding logistics, interns must be able to commit to the entire duration of the internship period.

## Travel

### ***How much will interns travel during the internship?***

Take a look at the infographic [HERE](#) to see an example of what a travel schedule may look like for summer interns.

### ***Where will interns travel?***

This varies from year to year, and interns will be informed on where they will be assigned to travel once hired. Interns will never be assigned to a program without an Executive Trainer.

### ***Will interns have to pay for my plane tickets?***

No; FOCUS Training has a team of coordinators that schedule and book travel arrangements.

### ***Is housing provided?***

Yes; depending on the location and nature of a program, lodging will vary (e.g. hotel, apartment, residence hall). FOCUS coordinators will arrange housing accommodations.

## FOCUS Programs

### ***How long are camp programs?***

The average length of one camp is three days, but our programs are customizable so this varies. In some cases, clients may request more than one camp in which case the training team will facilitate the same or a similar program consecutively.

### ***Will interns mostly be behind the scenes or working directly with students?***

As is the case with all FOCUS Trainers, Intern Trainers will work directly with students while facilitating as well as assist in the "behind the scenes" work (e.g. prior to programs, setting up materials, maintaining a neat workspace, etc.).



# TESTIMONIALS

“The biggest takeaway I had from this past summer was that there is nothing better than being your truest, most genuine self. Showing off an authentic, but polished version of yourself makes connecting with students, teammates, and clients easier and less stressful. I learned that I love working on teams, especially teams that become as close as my team did while traveling together.”

- Emmy, University of Wisconsin La Crosse (WI)

“I learned so much through my internship with FOCUS but I think one of the most important things that I learned was how to adapt to rapid changes at any time of the day while keeping a smile on my face. This sounds like a small thing, but for someone like me who has to have an intensive schedule it became very important for me to be able to be flexible.”

- Skyler, University of North Carolina Chapel Hill (NC)

“Best advice I can give you is to get to know the students. An internship like this one doesn't come around too often, as an intern with FOCUS, you can have a positive impact on these students. Take the time to actually get to know them, they're really smart and pretty cool.”

- Felix, Barry University (FL)

“Though you are there to make a difference in [the students' lives], you will discover that they'll also make a difference in yours. You're an intern for a purpose greater than yourself - it's the scholars.”

- Tabitha, University of Memphis (TN)

“Interning for FOCUS was one of my best undergrad decisions. This opportunity was one of a kind because not only did we get to develop our own training styles but we got to learn how to grow as leaders. We had daily hands-on experience and feedback from our supervisors, which is hard to find in most internships. Not to mention, the trainers were very personable and made us feel like we were part of the FOCUS family.”

- Paige, Clark Atlanta University (GA)

“My advice for future interns is to be flexible, open to challenges, and optimistic throughout the internship.”

- Jiona, University of North Carolina Chapel Hill (NC)

